

Hofstede: Cultures and Organizations

TABLE 5.4 Key Differences Between Weak and Strong Uncertainty Avoidance

Workplace, Organization, and Motivation

WEAK UNCERTAINTY AVOIDANCE	STRONG UNCERTAINTY AVOIDANCE
More changes of employer, shorter service.	Fewer changes of employer, longer service.
There should be no more rules than strictly necessary.	There is an emotional need for rules, even if these will not work.
Hard-working only when needed.	There is an emotional need to be busy and an inner urge to work hard.
Time is a framework for orientation.	Time is money.
There is tolerance for ambiguity and chaos.	There is a need for precision and formalization.
Belief in generalists and common sense.	Belief in experts and technical solutions.
Top managers are concerned with strategy.	Top managers are concerned with daily operations.
More new trademarks.	Fewer new trademarks.
Focus on decision process.	Focus on decision content.
Intrapreneurs are relatively free from rules.	Intrapreneurs are constrained by existing rules.
There are fewer self-employed people.	There are more self-employed people.
Better at invention, worse at implementation.	Worse at invention, better at implementation.
Motivation by achievement and esteem or belonging.	Motivation by security and esteem or belonging.